

BOOK REVIEWS

Urban Commitment and Involvement among Black Rhodesians By V. Moller.
Durban, University of Natal, Centre for Applied Social Sciences, 1978,
473pp., no price indicated.

This lengthy work on the migration and urbanization of Black Rhodesians in Salisbury is the author's doctoral thesis. She is concerned with the relationships between urban security, urban involvement and stabilization of these urban dwellers in the urban environment; the relationship between socio-economic status and tenure status is found to be highly positively correlated. Three areas of Salisbury with different tenure status are chosen for comparison: Harare hostels, Mufakose rental accommodation and Kam-buzuma home-ownership. The fieldwork was carried out between 1973 and 1975; some of the research has already been published in an article entitled 'Migrant Labour in Harare Hostels, Salisbury' in *Zambezia* (1977), V, pp.140-59.

The first section is a very extensive and systematically presented review of the literature of migration and urbanization, drawing heavily on work by J. Clyde Mitchell and the somewhat inapplicable work of H. J. Hoffmann-Nowotny. This is followed by a comprehensive descriptive and largely historical account of the development of Salisbury's Black townships. The following section on the empirical research is disappointing with cursory attention being given to the survey procedure. The reader is referred to the Appendix for greater detail, but here only limited information is given on the sampling technique used. The survey findings are exhaustively presented in written diagrammatic, graphic and tabular form. This section is useful for comparative reference purposes.

This work has a wealth of material to offer the student of migration and urbanization, but is difficult to read. Even when allowances are made for the fact that the author is writing in her second language, the work is impaired by awkward words and ugly phrases which hold up the flow of comprehension in reading.

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Training for Development By B. Mothobi. Salisbury, The Association of Round Tables in Central Africa in conjunction with The Centre for Inter-Racial Studies and The Institute of Adult Education, University of Rhodesia, 1978, 116pp. ZR\$5,00.

Skilled Labour and Future Needs By C. Stoneman. Gwelo, Mambo Press in association with The Catholic Institute for International Relations and The Justice and Peace Commission of the Rhodesian Catholic Bishops Conference, From Rhodesia to Zimbabwe No. 4, 1978, 53pp. ZR\$0,60.

Undoubtedly one of the most pressing economic problems facing this

economy currently, and one that is likely to assume greater magnitude in the future, is the problem of skilled manpower. Public and academic interest and concern on the problem has recently been considerable. The monographs by Mthobi and Stoneman both published in 1978, are some evidence of this interest.

Training for Development is a sequel to *Education, Race and Employment in Rhodesia*, edited by M. W. Murphree (reviewed *ante* (1975), IV, i, 148-5) in which one major point made was that there is significant under-utilization of a fairly well-educated but untrained African labour force, co-existing with a shortage of skilled manpower due, mainly, to the incidence of racial discrimination in the labour market. Mthobi makes a similar point but underlines the other point (which is likely to be the more important issue in the future), that the system of training itself is inefficient and inadequate to meet the needs for economic development of Zimbabwe.

Training for Development is a well written and reasonably organized monograph consisting of four chapters and several useful data appendices. The scope, nature and methods of investigation are given in the introductory chapter. An obvious and important omission in this chapter is a definition of the phrase 'training for development', and a discussion of how such training differs from other types of training. Also missing in this chapter are reasons for the choice of the method of investigation used in the monograph.

The second chapter gives a fairly good description and analysis of the apprenticeship system in this country. The deficiencies of the apprenticeship system are portrayed as due to:

- (a) lack of will to train (especially African) apprentices by employers;
- (b) reliance on immigration and poaching as sources of supply for skilled manpower; and
- (c) dependency of the system on employers for the supply of apprenticeship trainees.

The training itself is found deficient for a variety of reasons — including an imbalance between theoretical and practical training, the absence, in some cases, of an industrial atmosphere, and the high minimum entry qualifications required. Mthobi's overall assessment of the Apprenticeship Training System (A.T.S.) is that:

Not only is there a very serious deficiency in the employers and white skilled workers' will to train apprentices, especially African ones, and in the capacity of the existing methods of training, but also the A.T.S. is an out-moded system which has never been able to extricate itself from its deep-rooted involvement in the protection of the vested interests of white labour and white society.

In Chapter 3 issues pertaining to other forms of technical training are discussed. Chapter 4 concludes the monograph and makes some very important suggestions for improving the A.T.S. It is suggested, for example, that an Industrial Training Authority be set up (MANDATA which was set up in 1979 is broadly similar to Mthobi's suggestion). Another suggestion is that a manpower survey be undertaken (the Manpower Inventory Study jointly sponsored by the Whitsun Foundation and the University of Rhodesia is along similar lines suggested by Mthobi) following which, it is suggested, there should be an Economic Development Plan.

Most of the analysis and policy recommendations in this monograph are reasonably sound. However, the monograph has one major weakness. There is no section giving a brief survey of the literature on training in general and 'training for development' in particular. Such a section is necessary to set Mothobi's essay in a suitable intellectual perspective and would also have provided a suitable conceptual framework for the essay.

Mothobi should, in my view, have defined for the reader the character of optimal 'training for development' against which he could have assessed the current system of training. I suspect that had he done so, he would have found that his methodology was inappropriate. That is, a survey of employers' and employees' attitudes and views is not really relevant for assessing the efficiency and adequacy of the apprenticeship training system.

Skilled Labour and Future Needs is one of the series *From Rhodesia to Zimbabwe*. The objective of the series is to analyse the economic, social, administrative and legal problems to be faced by an independent Government of Zimbabwe. Monographs in the series must take as a point of departure the question: 'How can the new Government of Zimbabwe provide the basic needs (my emphasis) of the poorest sectors of society?'

The book consists of five sections. The first section provides a broad overview of the Zimbabwean economy which is familiar to most observers of this economy. The second section provides a review of previous attempts to estimate and forecast the demand for skilled manpower. Special emphasis is given to the racial distribution of the demand for skilled manpower, and the author underlines the important but familiar point that 'the whites dominate the skilled posts throughout the economy'. The third section is devoted to a description of the supply of skilled manpower. The author points at the great disparity in opportunities for secondary and post-secondary education between African and non-African pupils. In the fourth section 'The Basic Needs Approach' (B.N.A.) is adopted as a framework for analysing manpower problems for this economy. The five 'basic needs' identified are: production of consumer goods; universal access to services; the physical, human and technological infrastructure capacity for productive employment; and mass participation in decision making. In Zimbabwe the author believes that the physical, human and technological infrastructure is nearly adequate. However, he argues that these are concentrated in meeting the needs of the White population to the neglect of most of the Black population.

In section five the author envisages three possible political scenarios; namely:

- (a) success of the 'internal settlement';
- (b) success of the 'Anglo-American' settlement; and
- (c) 'a victory by the liberation forces'.

He asks the question: which of these scenarios is likely to succeed in meeting the United Nations' target of 'basic needs' for Zimbabwe by the year 2000. The author believes options (a) and (b) have no chance of succeeding, but option (c) is seen as providing the best chance of attaining the U.N. target of 'basic needs' for Zimbabwe.

Taken as a scholarly essay, Stoneman's essay is disappointing. Much of the monograph (sections I-V) describes data which is familiar to most. These sections add little, if anything, to what informed observers of this economy already know. The only section attempting to be analytical, is

section IV. Unfortunately the analytical framework (if, that is, the 'Basic Needs Approach' is permitted to rise to such venerable status) is inappropriate for the problem at hand.

It is important (in the view of this writer very important) to point out that the 'Basic Needs Approach' is not an alternative theoretical framework for analysing economic problems. Rather it represents a shift (in some quarters) in discussion of problems of, and policies for, economic development of less developed countries, from emphasis on promotion of growth of income per capita, to an attack on absolute poverty through the provision of 'basic needs'. This shift has been prompted by the alleged failure of growth-promoting policies to make a significant dent on poverty. It is, however, a serious error to conclude that growth of G.N.P. has not led to improvement in the levels of living of the poor in many countries (T. N. Srinivasan, 'Development, poverty and basic human needs: Some issues', *Food Research Institute Studies* (1977), XVI, 11-28). Further, it is an even more serious error to believe that any success in the provision of 'basic needs' can be sustained for any significant length of time without growth of G.N.P. Even if the 'Basic Needs Approach' was an alternative theoretical framework, the author ought to have set it in an intellectual perspective. Had he done so, it would have been clear that using skilled-training programmes as an instrument for eradicating poverty is at best a blunt and inefficient way to do the job.

Perhaps the least scholarly section of this monograph is section V. It is surprising that the author is prepared to assess the capacities of such vague political options as the 'Anglo-American' settlement or 'victory by the liberation forces' for meeting very specific U.N. 'basic needs' targets by a specific date. It is unclear to this writer, how such imprecise political options can be transformed into corresponding skilled-manpower policies, on the basis of which one can so confidently assess the chances of success at attaining very specific targets at a given point in time.

The fact that the author is willing to make policy recommendations on the basis of such weak factual and analytical basis leaves one to wonder whether the monograph should be treated as a scholarly essay or a political campaign document. If it is the latter (as I strongly fear), then the value of the monograph to scholars and policy makers alike, is likely to be very insignificant.

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A Wilderness Called Kariba By D. Kenmuir. Salisbury, Dale and Morag Kenmuir, 1978, 140pp., 56 illustrations, ZR\$3.95.

The word Kariba needs no introduction. Today the dam wall is a monument to an engineering achievement which at the time of its construction made Kariba the world's largest 'jumbo' lake. World headlines were focused on Operation Noah and the international response to an appeal for ladies stockings, the curse of Kariba weed and the translocation of thousands of Zambesi Tonga to new homes. What of Kariba today? This book provides answers.